



Senate

General Assembly

File No. 388

February Session, 2022

Substitute Senate Bill No. 419

Senate, April 11, 2022

The Committee on Labor and Public Employees reported through SEN. KUSHNER of the 24th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

AN ACT ESTABLISHING A STATE TRAINING ACCOUNT FOR STATE SERVICE CAREER DEVELOPMENT.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective from passage*) (a) There is established an
2 account to be known as the "state employee training account" to provide
3 funds for career development of state employees, which shall be a
4 nonlapsing account held by the Treasurer separate and apart from all
5 other moneys, funds and accounts.

6 (b) An amount equal to two per cent of the state payroll shall be
7 deposited into the state employee training account.

8 (c) The moneys in the state employee training account may be used
9 for funding: (1) The cost of obtaining certifications or education
10 necessary for promotional opportunities; (2) the cost of trainings,
11 seminars or conferences that will assist participating employees in
12 promotional opportunities; (3) programs to assist employees who do not

13 otherwise qualify for federal or state job training programs to overcome
 14 promotional barriers; and (4) any other costs that are deemed
 15 instrumental to the promotional opportunities of an employee. All state
 16 employees shall be eligible to apply for funds.

17 (d) The state employee training account shall be administered
 18 through a joint labor management committee that consists of equal
 19 members of labor and management. Labor members shall be appointed
 20 by the State Employees Bargaining Agent Coalition, as set forth in
 21 section 5-278f of the general statutes. Management members shall be
 22 appointed proportionally by employers who bargain with the State
 23 Employees Bargaining Agent Coalition covered bargaining units
 24 covered under chapter 68 of the general statutes.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section

LAB *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note

State Impact: See Below

Municipal Impact: None

Explanation

This bill establishes a “state employee training account” to provide funds for state employee career development. Under the bill, 2% of the state payroll will be deposited into the training account. This results in approximately \$48.9 million being deposited in the training account and a corresponding cost to the resources of the General Fund.

The Out Years

State Impact: None

Municipal Impact: None

OLR Bill Analysis**sSB 419*****AN ACT ESTABLISHING A STATE TRAINING ACCOUNT FOR STATE SERVICE CAREER DEVELOPMENT.*****SUMMARY**

This bill establishes a “state employee training account” to provide funds for state employee career development. The training account is a nonlapsing account held by the treasurer separately from other money, funds, and accounts. All state employees are eligible to apply for funds.

Under the bill, 2% of the state payroll will be deposited into the training account. (The bill does not indicate what state office or official makes this deposit or whether it is a one-time or periodic deposit.)

The money in the training account may be used for funding the following:

1. the cost of (a) certifications or education needed for promotional opportunities and (b) trainings, seminars, or conferences that will help employees in these opportunities;
2. programs to assist employees, if they do not otherwise qualify for federal or state job training programs, to overcome promotional barriers; and
3. any other costs that are deemed instrumental to employee promotional opportunities.

Under the bill, a joint labor-management committee that consists of equal members of labor and management will administer the training account. The State Employees Bargaining Agent Coalition (SEBAC), the coalition of state employee unions recognized in state law, will appoint the labor members. The employers who bargain with SEBAC will

appoint the management members in proportion to their respective share of employees. These state employers include the executive branch, judicial branch, State Board of Education, Board of Regents for Higher Education, and the University of Connecticut Board of Trustees, among others.

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 9 Nay 4 (03/24/2022)